

Strategic Perspective 4: Resource Management

Strategic Objective 4.3

Recruit and Retain a Talented and Diverse Workforce

Strategy 4.3.1

Seek systemic improvements to enhance the recruiting and hiring processes.

Background/Purpose:

With only minimal hiring for the past few years, PRD has focused efforts on finding improvements to the recruiting and hiring process. This is vital as hiring began ramping up again in FY14, due to impacts from DRP retirements. The process has been streamlined in a number of respects, but logjams tend to occur at the point of the polygraph exam – due to staffing needs in that unit.

FY15 Action Plan:

- With the County adopting NeoGov as a hiring intake platform, Personnel and Recruiting Division (PRD) staff are adapting processes to match the system capabilities.
- ✓ Emphasis is currently on streamlining and accelerating the processing time from application to hiring decision.
- ✓ The Diversity Recruitment Council will also be looking at processes and making recommendations as to improvements.

Timeline:

- Ongoing efforts

Limiting Factors:

- Continued staffing shortages in the Polygraph Unit create processing delays.

Success Measures:

- ✓ To be determined.

Performance Tracking:

- ✓ Quarterly reviews of progress with PRD staff

Key FY14 Results:

- ✓ A Captain was assigned to oversee all recruitment and hiring efforts in FY14, with a consolidation to divisional status (PRD).
- ✓ Process improvements underway are designed to speed up processing, and to make a classification decision on applicants earlier in the process.
- ✓ PRD is looking at some changes to the background process for applicants:
 - Eliminating the neighbor interviews, as this elicits very little useful information.
 - Looking at outside contractors to augment Background Investigations and Polygraph.

Related Strategies:

4.3.2; 4.3.4

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